

**Policy 5131.2: Bullying**

**Status:** ADOPTED

**Original Adopted Date:** 06/28/2018

The Board of Trustees recognizes the harmful effects of bullying on student learning and school attendance and desires to provide safe school environments that protect students from physical and emotional harm. District employees shall establish student safety as a high priority and shall not tolerate bullying of any student.

No individual or group shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, retaliate, cyberbully, cause bodily injury to, or commit hate violence against any student or school personnel.

Cyberbullying includes the creation or transmission of harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

Strategies for addressing bullying in district schools shall be developed with involvement of key stakeholders, including students, parents/guardians, and staff, and may be incorporated into the comprehensive safety plan, the local control and accountability plan, and other applicable district and school plans.

As appropriate, the Superintendent or designee may collaborate with law enforcement, courts, social services, mental health services, other agencies, and community organizations in the development and implementation of joint strategies to promote safety in schools and the community and to provide services for alleged victims and perpetrators of bullying.

**Bullying Prevention**

To the extent possible, district schools shall focus on the prevention of bullying by establishing clear rules for student conduct and implementing strategies to promote a positive, collaborative school climate. Students shall be informed, through student handbooks and other appropriate means, of district and school rules related to bullying, mechanisms available for reporting incidents or threats, and the consequences for engaging in bullying.

As appropriate, the district shall provide students with instruction, in the classroom or other educational settings, that promotes effective communication and conflict resolution skills, social skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior.

Such instruction shall also educate students about the negative impact of bullying, discrimination, intimidation, and harassment based on actual or perceived immigration status, religious beliefs and customs, or any other individual bias or prejudice.

The Superintendent or designee shall provide training to teachers and other school staff to raise their awareness about the legal obligation of the district and its employees to prevent discrimination, harassment, intimidation, and bullying of district students. Such training shall be designed to provide staff with the skills to:

1. Discuss the diversity of the student body and school community, including their varying immigration experiences
2. Discuss bullying prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims
3. Identify the signs of bullying or harassing behavior
4. Take immediate corrective action when bullying is observed
5. Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior

Based on an assessment of bullying incidents at school, the Superintendent or designee may increase supervision and security in areas where bullying most often occurs, such as classrooms, playgrounds, hallways, restrooms, and cafeterias.

## Intervention

Students are encouraged to notify school staff when they are being bullied or suspect that another student is being victimized. In addition, the Superintendent or designee shall develop means for students to report threats or incidents confidentially and anonymously.

School staff who witness an act of bullying shall immediately intervene to stop the incident when it is safe to do so. (Education Code 234.1)

When appropriate based on the severity or pervasiveness of the bullying, the Superintendent or designee shall notify the parents/guardians of victims and perpetrators and may contact law enforcement.

The Superintendent, principal, or principal's designee may refer a victim, witness, perpetrator, or other student affected by an act of bullying to a school counselor, school psychologist, social worker, child welfare attendance personnel, school nurse, or other school support service personnel for case management, counseling, and/or participation in a restorative justice program as appropriate. (Education Code 48900.9)

## Reporting and Filing of Complaints

Any student, parent/guardian, or other individual who believes that a student has been subjected to bullying or who has witnessed bullying may report the incident to a teacher, the principal, a compliance officer, or any other available school employee. Within one business day of receiving such a report, a staff member shall notify the principal of the report, whether or not a uniform complaint is filed. In addition, any school employee who observes an incident of bullying involving a student shall, within one business day, report his/her observation to the principal or a district compliance officer, whether or not the alleged victim files a complaint.

Within two business days of receiving a report of bullying, the principal shall notify the district compliance officer identified in AR 1312.3 - Uniform Complaint Procedures.

When the circumstances involve cyberbullying, individuals with information about the activity shall be encouraged to save and print any electronic or digital messages that they feel constitute cyberbullying and to notify a teacher, the principal, or other employee so that the matter may be investigated. When a student uses a social networking site or service to bully or harass another student, the Superintendent or designee may file a request with the networking site or service to suspend the privileges of the student and to have the material removed.

When a report of bullying is submitted, the principal or a district compliance officer shall inform the student or parent/guardian of the right to file a formal written complaint in accordance with AR 1312.3. The student who is the alleged victim of the bullying shall be given an opportunity to describe the incident, identify witnesses who may have relevant information, and provide other evidence of bullying.

## Investigation and Resolution of Complaints

Any complaint of bullying shall be investigated and, if determined to be discriminatory, resolved in accordance with law and the district's uniform complaint procedures specified in AR 1312.3.

If, during the investigation, it is determined that a complaint is about nondiscriminatory bullying, the principal or designee shall inform the complainant and shall take all necessary actions to resolve the complaint.

## Discipline

Corrective actions for a student who commits an act of bullying of any type may include counseling, behavioral intervention and education, and, if the behavior is severe or pervasive as defined in Education Code 48900, may include suspension or expulsion in accordance with district policies and regulations.

Any employee who permits or engages in bullying or retaliation related to bullying shall be subject to disciplinary action, up to and including dismissal.

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**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State References**

5 CCR 4600-4670

Ed. Code 200-262.4

Ed. Code 32282

Ed. Code 32283.5

Ed. Code 35181

Ed. Code 35291-35291.5

Ed. Code 46600

Ed. Code 48900-48925

Ed. Code 48985

Ed. Code 52060-52077

Pen. Code 422.55

Pen. Code 647

Pen. Code 647.7

Pen. Code 653.2

**Federal References**

28 CFR 35.107

34 CFR 104.7

34 CFR 106.8

34 CFR 110.25

47 USC 254

**Management Resources References**

CA Office of the Attorney General Publication

California Department of Education Publication

Court Decision

CSBA Publication

U.S. DOE Office For Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

Website

**Cross References**

0100

0410

0440

**Description**

Uniform complaint procedures

Educational equity; prohibition of discrimination on the basis of sex - <https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAbNL6kKkgxQ==>

School safety plans

Bullying; online training

Governing board authority to set policy on responsibilities of students

Rules

Agreements for admission of students desiring interdistrict attendance

Suspension and expulsion

Notices in language other than English

Local control and accountability plan

Definition of hate crime

Use of camera or other instrument to invade person's privacy; misdemeanor

Use of camera or other instrument to invade person's privacy; punishment

Electronic communication devices, threats to safety

**Description**

Nondiscrimination on basis of disability; complaints

Designation of responsible employee for Section 504

Designation of responsible employee and adoption of grievance procedures

Notification of nondiscrimination on the basis of age

Universal service discounts (E-rate)

**Description**

California Department of Justice Guidelines for Access to Public Records, October 2017

01-05 Guidelines for Piloting Textbooks and Instructional Materials, rev. January 2015

A.M. v. Albertsons, LLC, (2009) Cal.App.4th 455

A Governance Perspective: Interviews with School Board Members from the Nine Linked Learning Initiative School Districts, March 2014

Dear Colleague Letter, May 26, 2011

Dear Colleague Letter on the Nondiscriminatory Administration of School Discipline, January 2014

AASA The School Superintendents Association - <https://simbli.eboardsolutions.com/SU/MQaF8AO8cslshSifGc13QQoEQ==>**Description**Philosophy - <https://simbli.eboardsolutions.com/SU/dzW9sSClaoVUMEqfIK0uww==>Nondiscrimination In District Programs And Activities - <https://simbli.eboardsolutions.com/SU/hvbJX6slshKgEslshp1slshwpMu5yDQ==>District Technology Plan - <https://simbli.eboardsolutions.com/SU/wUe7JWKDUuUjpeaYgZJr7g==>

0440	District Technology Plan - <a href="https://simbli.eboardsolutions.com/SU/35nczccMiemLPFrlXwiNTw==">https://simbli.eboardsolutions.com/SU/35nczccMiemLPFrlXwiNTw==</a>
0450	Comprehensive Safety Plan - <a href="https://simbli.eboardsolutions.com/SU/fsJYumaNyBJ4AirNxslshQYUg==">https://simbli.eboardsolutions.com/SU/fsJYumaNyBJ4AirNxslshQYUg==</a>
0450	Comprehensive Safety Plan - <a href="https://simbli.eboardsolutions.com/SU/0MIUCDgwxMop9TOTP6V3vg==">https://simbli.eboardsolutions.com/SU/0MIUCDgwxMop9TOTP6V3vg==</a>
1113	District And School Web Sites - <a href="https://simbli.eboardsolutions.com/SU/slshOJiTpXDSclplusZI8TOvYslshvgw==">https://simbli.eboardsolutions.com/SU/slshOJiTpXDSclplusZI8TOvYslshvgw==</a>
1113	District And School Web Sites - <a href="https://simbli.eboardsolutions.com/SU/9lv3nlkplusQ6wyAfo3pCtkMw==">https://simbli.eboardsolutions.com/SU/9lv3nlkplusQ6wyAfo3pCtkMw==</a>
4131	Staff Development - <a href="https://simbli.eboardsolutions.com/SU/slsh4e6XFSEWE64XKB3d3XuPA==">https://simbli.eboardsolutions.com/SU/slsh4e6XFSEWE64XKB3d3XuPA==</a>
4219.21	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/3COaAc5x2I9dHNIYeK34vA==">https://simbli.eboardsolutions.com/SU/3COaAc5x2I9dHNIYeK34vA==</a>
4231	Staff Development - <a href="https://simbli.eboardsolutions.com/SU/yMdXMiMgjeui5P8S1cX9GA==">https://simbli.eboardsolutions.com/SU/yMdXMiMgjeui5P8S1cX9GA==</a>
4319.21	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/MJKnNmzxQAcqYAPN1sWXpQ==">https://simbli.eboardsolutions.com/SU/MJKnNmzxQAcqYAPN1sWXpQ==</a>
5030	Student Wellness - <a href="https://simbli.eboardsolutions.com/SU/yEXEXdNwH7ID2GcOplusGdL2g==">https://simbli.eboardsolutions.com/SU/yEXEXdNwH7ID2GcOplusGdL2g==</a>
5113.1	Chronic Absence And Truancy - <a href="https://simbli.eboardsolutions.com/SU/dPV2QPZkHP2gCTsk76wQKg==">https://simbli.eboardsolutions.com/SU/dPV2QPZkHP2gCTsk76wQKg==</a>
5113.1	Chronic Absence And Truancy - <a href="https://simbli.eboardsolutions.com/SU/lqIKsvaUblbZZB0L1c7MGA==">https://simbli.eboardsolutions.com/SU/lqIKsvaUblbZZB0L1c7MGA==</a>
5116.1	Intradistrict Open Enrollment - <a href="https://simbli.eboardsolutions.com/SU/SslshV5mdGBGxcVnoK5t99AsQ==">https://simbli.eboardsolutions.com/SU/SslshV5mdGBGxcVnoK5t99AsQ==</a>
5116.1	Intradistrict Open Enrollment - <a href="https://simbli.eboardsolutions.com/SU/frZ754znqgP5HONu4xTHLQ==">https://simbli.eboardsolutions.com/SU/frZ754znqgP5HONu4xTHLQ==</a>
5117	Interdistrict Attendance - <a href="https://simbli.eboardsolutions.com/SU/jv8cbqJ5Kzo9neiUMmID6w==">https://simbli.eboardsolutions.com/SU/jv8cbqJ5Kzo9neiUMmID6w==</a>
5117	Interdistrict Attendance - <a href="https://simbli.eboardsolutions.com/SU/T647tKXnHM7Y5ozYcEBlyg==">https://simbli.eboardsolutions.com/SU/T647tKXnHM7Y5ozYcEBlyg==</a>
5125	Student Records - <a href="https://simbli.eboardsolutions.com/SU/3gVgAeplusVoOqimAOd6pPE2Q==">https://simbli.eboardsolutions.com/SU/3gVgAeplusVoOqimAOd6pPE2Q==</a>
5125	Student Records - <a href="https://simbli.eboardsolutions.com/SU/aGWRoYqL53LNFmbhy8m09g==">https://simbli.eboardsolutions.com/SU/aGWRoYqL53LNFmbhy8m09g==</a>
5131	Conduct - <a href="https://simbli.eboardsolutions.com/SU/RTT80I6MkmC2KOplusixJyW5g==">https://simbli.eboardsolutions.com/SU/RTT80I6MkmC2KOplusixJyW5g==</a>
5136	Gangs - <a href="https://simbli.eboardsolutions.com/SU/slshslsh1replus1plus1yjXxGsGYUuJ2w==">https://simbli.eboardsolutions.com/SU/slshslsh1replus1plus1yjXxGsGYUuJ2w==</a>
5136	Gangs - <a href="https://simbli.eboardsolutions.com/SU/0I7xkcgs4qtWnRPW6plusNN2A==">https://simbli.eboardsolutions.com/SU/0I7xkcgs4qtWnRPW6plusNN2A==</a>
5137	Positive School Climate - <a href="https://simbli.eboardsolutions.com/SU/299OMKt9oUKGquArwplus4epg==">https://simbli.eboardsolutions.com/SU/299OMKt9oUKGquArwplus4epg==</a>
5138	Conflict Resolution/Peer Mediation - <a href="https://simbli.eboardsolutions.com/SU/YwAUO6kbomLPKtkLFLRTQ==">https://simbli.eboardsolutions.com/SU/YwAUO6kbomLPKtkLFLRTQ==</a>
5141.27	Food Allergies/Special Dietary Needs - <a href="https://simbli.eboardsolutions.com/SU/jUxsaEplusFyByMiSZsEILztQ==">https://simbli.eboardsolutions.com/SU/jUxsaEplusFyByMiSZsEILztQ==</a>
5141.27	Food Allergies/Special Dietary Needs - <a href="https://simbli.eboardsolutions.com/SU/3AdGa8Xpj0aZoZo2K41JQ==">https://simbli.eboardsolutions.com/SU/3AdGa8Xpj0aZoZo2K41JQ==</a>

5141.52	Suicide Prevention - <a href="https://simbli.eboardsolutions.com/SU/jtHfCeNchgLplustIRG3PMkKg==">https://simbli.eboardsolutions.com/SU/jtHfCeNchgLplustIRG3PMkKg==</a>
5141.52	Suicide Prevention - <a href="https://simbli.eboardsolutions.com/SU/YslshioOOXg6aBPCra28sgbuw==">https://simbli.eboardsolutions.com/SU/YslshioOOXg6aBPCra28sgbuw==</a>
5144	Discipline - <a href="https://simbli.eboardsolutions.com/SU/zvlnBSdTLnslshplusuWUslshvznlpA==">https://simbli.eboardsolutions.com/SU/zvlnBSdTLnslshplusuWUslshvznlpA==</a>
5144	Discipline - <a href="https://simbli.eboardsolutions.com/SU/ltDMHkjWVvaLZA1SM72QLdg==">https://simbli.eboardsolutions.com/SU/ltDMHkjWVvaLZA1SM72QLdg==</a>
5144.1	Suspension And Expulsion/Due Process - <a href="https://simbli.eboardsolutions.com/SU/UyBjZ7iR23YJEWLislsh3wkQA==">https://simbli.eboardsolutions.com/SU/UyBjZ7iR23YJEWLislsh3wkQA==</a>
5144.1	Suspension And Expulsion/Due Process - <a href="https://simbli.eboardsolutions.com/SU/s8D3Hd2dvXwcVuZqv6TK2g==">https://simbli.eboardsolutions.com/SU/s8D3Hd2dvXwcVuZqv6TK2g==</a>
5144.2	Suspension And Expulsion/Due Process (Students With Disabilities) - <a href="https://simbli.eboardsolutions.com/SU/9DuN1leplusys2QseWyMF3zUA==">https://simbli.eboardsolutions.com/SU/9DuN1leplusys2QseWyMF3zUA==</a>
5144.4	Required Parental Attendance - <a href="https://simbli.eboardsolutions.com/SU/blAGxDKVpTckjwCkGxrRcw==">https://simbli.eboardsolutions.com/SU/blAGxDKVpTckjwCkGxrRcw==</a>
5144.4	Required Parental Attendance - <a href="https://simbli.eboardsolutions.com/SU/S2TI9inUAjfyX3ZRKMosTw==">https://simbli.eboardsolutions.com/SU/S2TI9inUAjfyX3ZRKMosTw==</a>
5145.12	Search And Seizure - <a href="https://simbli.eboardsolutions.com/SU/XjZg0IMckCq531FAqbSrQA==">https://simbli.eboardsolutions.com/SU/XjZg0IMckCq531FAqbSrQA==</a>
5145.12	Search And Seizure - <a href="https://simbli.eboardsolutions.com/SU/XigEMiDceWelzCI0EXQfoA==">https://simbli.eboardsolutions.com/SU/XigEMiDceWelzCI0EXQfoA==</a>
5145.2	Freedom Of Speech/Expression - <a href="https://simbli.eboardsolutions.com/SU/XjxKpilW20vPD4JYgBS7Q==">https://simbli.eboardsolutions.com/SU/XjxKpilW20vPD4JYgBS7Q==</a>
5145.2	Freedom Of Speech/Expression - <a href="https://simbli.eboardsolutions.com/SU/IOD7CNHUJl5jyyCBaSjkEQ==">https://simbli.eboardsolutions.com/SU/IOD7CNHUJl5jyyCBaSjkEQ==</a>
5145.3	Nondiscrimination/Harassment - <a href="https://simbli.eboardsolutions.com/SU/plusplusuXyYQH8PyV9fPz3iOCA==">https://simbli.eboardsolutions.com/SU/plusplusuXyYQH8PyV9fPz3iOCA==</a>
5145.3	Nondiscrimination/Harassment - <a href="https://simbli.eboardsolutions.com/SU/IFU1ZUplustsTXiWxB5u3neXQ==">https://simbli.eboardsolutions.com/SU/IFU1ZUplustsTXiWxB5u3neXQ==</a>
5145.7	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/tyME19N0v0oMUPKP0gG5Vw==">https://simbli.eboardsolutions.com/SU/tyME19N0v0oMUPKP0gG5Vw==</a>
5145.7	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/WAo77wywc1f3WVvQj29EA==">https://simbli.eboardsolutions.com/SU/WAo77wywc1f3WVvQj29EA==</a>
5145.9	Hate-Motivated Behavior - <a href="https://simbli.eboardsolutions.com/SU/uvPluBMgsCYBjug4p2slshe1w==">https://simbli.eboardsolutions.com/SU/uvPluBMgsCYBjug4p2slshe1w==</a>
6144	Controversial Issues - <a href="https://simbli.eboardsolutions.com/SU/mOdNQp0TrKplusLtADNLBitvQ==">https://simbli.eboardsolutions.com/SU/mOdNQp0TrKplusLtADNLBitvQ==</a>
6163.4	Student Use Of Technology - <a href="https://simbli.eboardsolutions.com/SU/kl9nYplusXMVbQgJanqHITBuw==">https://simbli.eboardsolutions.com/SU/kl9nYplusXMVbQgJanqHITBuw==</a>
6163.4	Student Use Of Technology - <a href="https://simbli.eboardsolutions.com/SU/5S8FPfiE6X6zCTDIb8iQfg==">https://simbli.eboardsolutions.com/SU/5S8FPfiE6X6zCTDIb8iQfg==</a>
6164.2	Guidance/Counseling Services - <a href="https://simbli.eboardsolutions.com/SU/rxOXP1ukXJellEWltnBhQ==">https://simbli.eboardsolutions.com/SU/rxOXP1ukXJellEWltnBhQ==</a>
6164.2	Guidance/Counseling Services - <a href="https://simbli.eboardsolutions.com/SU/plus78EI6plusi9TDupZ0UzVmsFw==">https://simbli.eboardsolutions.com/SU/plus78EI6plusi9TDupZ0UzVmsFw==</a>
6173.1	Education For Foster Youth - <a href="https://simbli.eboardsolutions.com/SU/ct85PBmqJxplusbYnh80ACCLg==">https://simbli.eboardsolutions.com/SU/ct85PBmqJxplusbYnh80ACCLg==</a>
6173.1	Education For Foster Youth - <a href="https://simbli.eboardsolutions.com/SU/jcgqiCMUKg9zWJRDE17cNA==">https://simbli.eboardsolutions.com/SU/jcgqiCMUKg9zWJRDE17cNA==</a>

6184

Continuation Education -  
<https://simbli.eboardsolutions.com/SU/Ku4slshR4UsFRtu3jLTqNXSjA==>

6184

Continuation Education -  
<https://simbli.eboardsolutions.com/SU/ulh1NiwlpzYnkR44ZKBslshKA==>